

**EATONVILLE TOWN COUNCIL
MINUTES OF REGULAR COUNCIL MEETING**

TIME: 7:00 PM

DATE: January 14, 2008

PLACE: Eatonville Community Center

CALL TO ORDER

Mayor Smallwood called the meeting of the Eatonville Town Council to order at 7:00 p.m.

ROLL CALL

Town Clerk Chrystal McGlone called the roll. The following were:

Present:	Mayor Tom Smallwood, Mayor Pro Tem Bobbi Allison, Council members, Rich Adams, Bruce Rath, Brenden Pierce, and James Valentine
Also Present:	Town Clerk Chrystal McGlone, Town Planner Nick Bond, Treasurer Mike Schaub, Police Chief Jim Lewis
Absent:	Town Administrator Gary Armstrong, Interim Fire Chief Josh Wikander

OPENING CEREMONIES

Mayor Smallwood led the assembly in reciting the Pledge of Allegiance to the American Flag

The Town Clerk read the Mission Statement for the Town of Eatonville:

“The Town’s mission is to create, provide and administer municipal services while protecting the present and future health, safety, and general welfare of the community.”

APPROVAL OF AGENDA

Mayor Smallwood announced there will be 3 minutes for a single speaker and 10 minutes for a group

Ms. Allison moved and Mr. Valentine seconded. Mr. Adams moved to remove item 7C. This was seconded by Mr. Pierce. Motion failed. Agenda passed with a vote of 3 to 2 with Mr. Adams and Mr. Rath voting against.

COMMENTS FROM CITIZENS

Mr. Tom Young from Senator Reichert’s office introduced himself and encouraged the community to contact their office if they are in need of any help with any of the state agencies. They are there to help.

Mr. Mike Jeffries hopes to see with the new year that the committees advertise the meeting dates so that the citizens can attend. He also asked the Treasurer if he was getting the information from Town Hall that he needed to do his job.

Mr. Schaub answered yes he is still learning however there is good communication between he and Town Hall and he has been getting what he asks for.

CONSENT AGENDA

Minutes from November 26th meeting

a. Payroll warrants	19660 thru 19711	\$68,651.36
b. Payroll warrants	19710 thru 19751	\$65,716.28
c. Payroll warrants	19761 thru 19804	\$68,119.06
b. Claims warrants	25114 thru 25169	\$186,799.44

Ms. Allison moved and it was seconded by Mr. Rath. Consent agenda passed with a vote of 3 to 2 with Mr. Rath and Mr. Adams voting against.

DEPARTMENT HEAD/COUNCIL COMMITTEE/BOARD/COMMISSION REPORT

- a. Police Report- December's monthly report is on file with the Town Clerk.
- b. Fire/Ems Report-will be provided next meeting
- c. Public Works Report-December's monthly reports are on file with the Town Clerk.
- d. Youth Connection Report-December's monthly report is on file with the Town Clerk.
- e. Committee Reports-None
- f. Mayor's Report- Asked for volunteers for Community Center committee and asked for Council to select their committees. He stated priorities for 2008 Fire department, downtown revitalization, develop industrial area and finish the parks.
- g. Staff Reports- Mr. Bond went over comp plan amendments and made note of Mr. Pierce filing a comp plan amendment a year before he filed for the Council seat.

MOTIONS

Resolution 2008-A

Declaring the intent to annex the Baublits property known as the Baublits annexation, and to submit this resolution of intent to the boundary review board for its approval
Public Hearing

Town Clerk Chrystal McGlone read Resolution 2008-A by title into the record

Moved by Mr. Rath and seconded by Ms. Allison.

Mayor Smallwood opened the Public Hearing

Mr. Bob Schaub commented that this was handled wrong and it should have gone to planning commission.

Mr. Steve Lind stated he objected to many items on this when he was the Planning Chair. He asked the attorney if this was appeal able to the Hearings Board.

Attorney Ed Hudson replied no they could not appeal to the Hearings Board.

Mr. Roland Litzenberger advised Council they should vote yes on this because it was very well written.

Mr. Mike Jeffries asked to know more about this annexation.

Mr. Bond replied by stating this is just in the annexation process, there has been no application for land development.

Mayor Smallwood closed the Public Hearing

Mayor called for a vote and all were in favor.

Resolution 2008-B

Declaring the intent to annex the Eatonville West Property, known as the Eatonville West Annexation, and to submit this resolution of intent to the boundary review board for its approval. **Public Hearing**

Town Clerk Chrystal McGlone read Resolution 2008-B by title into the record

Ms. Allison moved and was seconded by Mr. Adams.

Mayor Smallwood opened the Public Hearing and asked Mr. Nick Bond to give a brief background statement on this Resolution.

Mr. Adams asked to have a 5 minute recess so that he could consult with the attorney with something that he feels is pertinent to this item

Mayor Smallwood granted a 5 minute recess.

Mayor Smallwood called the Public Hearing back into order.

Mr. William Fitzer believes that great things can come out of this annexation however he does not believe that Eatonville being a “bedroom community” can financially afford to provide services. He stated we need commercial and industrial, that is the answer.

Mr. Steve Pruitt said he is involved in the west Eatonville annexation project. He has been actually added to the payroll to help find a plan. He feels that if the Town puts this off then they will have a little more time to develop their plan on how this will look after the annexation but if not then they will go on working on the plan the best they can.

Mr. Terry Van Eaton has property in this west Eatonville annexation and he is in full agreement in sharing of drainage and zoning possibilities to ensure a quality addition to the Town and he is in full agreement with Mr. Fitzer. He said whatever you decide you need to be able to afford it. Thanked Bill for doing his homework.

Mr. Roland Litzenberger stated he is one of the proponents and owns 12 acres in this annexations. He thanked Mr. Van Eaton for his comments on the commercial growth. He thinks that the Town has been pretty good in the last 8 months to a year in working with businesses. He believes it's a good proposal.

Mr. Bill Fitzer wanted to set something clear that he is not against this proposal but more people are not going to provide more business. To make it happen we need to bring in more commercial.

Mayor Smallwood closed the Public Hearing

Mr. Valentine asked if BPA were consulted about their easements in this annexation.

Mr. Bond responded that there is not a statute to notify however if there in the future is to be a development then they will be notified.

Mr. Valentine asked if there was a problem with him sitting in on this Public Hearing seeing as he sat in and heard it while he was on the Planning Commission.

Attorney Hudson stated he sees no reason why he should recuse himself because he did not sit in at the board of adjustment level.

Mr. Valentine stated he saw no reason why he should recuse himself.

Mayor Smallwood asked for a roll call vote.

The resolution passed with a vote of 4 to 1 with Mr. Valentine voting against.

Resolution 2008-C	Setting wastewater system fees and wastewater rates and repealing resolution 2007-R
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Town Clerk Chrystal McGlone read Resolution 2008-C by title into the record

Ms. Allison moved and was seconded by Mr. Rath.

Motion by Mr. Valentine to strike the language in item 4. Mr. Rath seconded the motion. All were in favor.

Motion by Mr. Rath to extend the date from June 30, 2008 to December 31, 2008. Seconded by Mr. Adams. All were in favor. Mayor called for a vote and all were in favor.

Resolution 2008-D

Confirming the Mayor's appointment of Paul
Treyz to the Planning Commission

Town Clerk Chrystal McGlone read Resolution 2008-D by title into the record

Ms. Allison moved and was seconded by Mr. Pierce and all were in favor.

Resolution 2008-E

Ratifying an employment agreement
between the Town of Eatonville and the
International Brotherhood of Electrical
Workers (IBEW) Local No. 483

Town Clerk Chrystal McGlone read Resolution 2008-E by title into the record

Ms. Allison moved and Mr. Pierce seconded.

Mayor recessed for 5 minutes break.

Mayor called the Council meeting back into session.

Mayor gave a brief overview of the negotiations and the changes from the old contract. He stated the new work hours from 7am until 6 pm with lunch to be determined by the Department Head or Mayor or Administrator with a lunch break from 12:30 to 1pm. And there is a provision in all their work schedules the meal allowance in excess of 12 hours is pretty standard and we brought that up to date. The clothing allowance there was change in the payment schedule so that it's not all coming out in the beginning of the year which is good for the Town. The pay changes is 3% for the 1st year with no cost of living and second year 1 dollar plus 3 % and 3rd year 1 dollar plus 3 % . We agreed to reimbursement for all certs and license fees plus physical costs and that was to be negotiated by the Town. The town was to support jury duty. There is a clause if it was personal they are to take time off or vacation. Taking vehicles home we discussed a lot we are still in negotiations for the building inspector but we will work thru that but everybody else on the list can take their vehicle home. The Town and Union are going to work to simplify job descriptions. Basically our job descriptions are confusing so we are going to work together to make them more defined. One thing employees requested to be considered as a group. The Mayor Introduced alice and asked if she needed to say anything.

Alice Phillips introduced herself thanked Mayor, Chrystal, and Gary said that negotiations were very professional and respectful and appreciated that attitude at the table. She said she has been with the union for 9 years. Historically the Town of Eatonville employees have taken below the cost of living adjustment every year of every Contract and what that does is put them behind the market and make Eatonville a training ground for other cities that's very expensive for you and that effects the services you provide for the good citizens of Eatonville. I believe this contract will help you attract and retain qualified members. What the mayor covered is what we discussed. The only thing I will elaborate on is the classifications. I believe that if you streamline your classification plan the work will get done faster and your employees will be happier. Other than that she stated she was open for questions.

Ms. Allison wanted to know if the employees knew that the cost of healthcare keeps rising and there is going to come a time when our employees are going to have to bare more of the cost.

Mr. Adams asked for the "letters of understanding" that are suppose to be attached to the contract. He also stated that the health insurance is a phenomenal plan and he is concerned where we are going to get the money to pay these people with in the budget. He said it would be really nice to have the prior document so he could see how much we went up and he didn't see anything about vacation accrual.

Mayor stated the vacation accruals are outlined in the personnel and policy manual.

Town Clerk McGlone explained that how much an employee accrues is determined by how long an employee has been employed by the Town and this was not changed.

Mr. Valentine asked why he didn't have in front of him the paragraph that mentions vacation accruals.

Ms. Alice Phillips explained there is an article in the labor agreement that mirrors the personnel and policy manual. It is her understanding that the document in front of everyone is just the changes and if it is not mentioned in this document than it remains the same as in the previous agreement.

Mr. Valentine asked if the labor agreement references discipline, probation and part time employees.

Mr. Valentine stated he wished he had the original agreement in front of him.

Ms. Phillips stated she doesn't want to offend anyone but hopefully educate everyone. She said each side had a period of time to bring forth proposals and this document brought forth those issues. At this time to bring forth issues that weren't originially addressed would be an unfair labor practice.

Ms. Allison explained that herself, Meridith Wright, Dave Ellis, Gary Armstrong and a couple of other citizens and wrote the personnel and policy manual. And once they put their thoughts in it and they put the union language in and they had AWC review it and made sure that the two documents did not clash and nothing contradicted anything.

Mr. Valentine asked about the vision coverage of 100% for employee and dependents. Mr. Valentine asked what the EAP program was and how much is that going to cost.

Mrs. McGlone advised that the EAP is free to the employees and their dependents. Mrs. McGlone also advised that employees pay 15% of their dependents medical Benefits and she explained that the reason for this is because the medical is the most expensive portion of the benefits. She explained vision for the full family is only \$19.00 and the life insurance is \$1.60 a month and that is only available for the employee only.

Mr. Rath responded that he feels Resolution 2008-E is incomplete and he thinks what we need to do is to go back and complete it and get the issues worked out and opposed

to voting for something approving it and you and local 483 working out later. He wants to know what hes voting for. He asked Ms. Phillips if they had a drug testing policy. She responds for CDL holders. Mr. Rath asked so if they back into a transformer? Ms. Phillips stated I'm sorry Mr. Rath that was never brought to the table for discussion. Mr. Rath replied well I find your resolution incomplete.

Mr. Pierce asked the Police Chief if we were going to lose some police officers because they are still below Pierce County pay?

Chief Lewis replied but was not speaking into the microphone.

Mr. Pierce asked am I understanding that we are \$2-\$3 below Pierce County?

Chief Lewis replied however still not into the microphone.

Mr. Pierce stated we cannot afford to retrain police officers.

Mayor Smallwood stated the employees asked to be represented as a group.

Ms. Phillips confirmed the employees wanted to be represented as a group as a whole. She also stated that its not only the police officers that are under paid its also the lineman and the water/sewer department. Ms. Phillips also stated that there is provisions in the contract that the union and management can sit down at a later date if the Town finds itself in a bind resulting in losing employees they can negotiate pay increases.

Mr. Adams asked if the benefit and salary increases have been figured out and if we have revenues in the budget to cover these expenses.

Mayor Smallwood stated that the 3 percent increase was put in the budget from the very beginning. He said he would love to give them more but right now this is what the Town could afford.

Mr. Adams stated based on this he said doing the math at the end of the time frame they would get a 26 percent increase and that seems a lot. He says that they are going through contract negotiations at his work right now and he needs to look out for the Town and he doesn't see how it can be done. He says that a key piece of information missing is a comparison of other cities.

Mayor Smallwood said we did the comparison during the negotiations

Mr. Valentine asked about the letters of understanding.

Ms. Phillips advised there are no new letters of understanding.

Mr. Valentine asked about the dropped article under hours of work.

Ms. Phillips replied it had to do with overtime pay if performing work for another utility company. This article was dropped because Eatonville never works for another utility.

Mr. Valentine asked if the electrical department takes their vehicles home are the vehicles equipped with everything they need for an emergency and he doesn't feel that

the building inspector needs to take his vehicle home but notices that is still in negotiation.

Ms. Phillips replied it will be written as a letter of understanding.

Mr. Rath stated that this is why he called the contract incomplete and no one answered why it was incomplete.

Ms. Phillips and the Mayor both confirmed that they didn't want to hold up the contract for one person. Ms. Phillips also advised that the classifications are going to be a long process and didn't want to hold up the contract for this either.

Mr. Valentine asked if the Council is going to be involved in deciding if this person is going to take their vehicle home.

Mayor Smallwood advised that this is an administrative decision and he already knows what he is going to do. He said it is going to be fair to the town as well as to the employee.

Mr. Adams asked how many times did the electrical supervisor and water/wastewater supervisor respond to an emergency from home.

Mayor Smallwood advised a lot and many times they respond to the incident first to determine the cause and if they need to get additional tools or vehicles then they do at that time. Mr. Smallwood also advised they all live in Town as well.

Mr. Adams was trying to compare the pov cost versus the cost of maintenance of the town vehicles.

Ms. Phillips advised that the employees your referring to are not being compensated for being on a standby status which would be an additional \$3 an hour. She stated we are actually getting away cheaper by letting them taking their vehicles home.

Ms. Allison asked if Council could see some information on how this issue was resolved before a letter of understanding is signed.

Mayor Smallwood stated he could do that.

Mr. Pierce stated that we should consider giving him the raise instead of the vehicle.

Mr. Adams asked if Council could get a copy of the documentation the building inspector has for being given the vehicle.

Mayor Smallwood agreed.

Mayor Smallwood called for a vote.

Resolution 2008-E passed with a vote of 4 to 1 with Mr. Rath voting against.

Ms. Alice Phillips thanked the staff and Council.

Closed Record Hearing on Variance Appeal

Council member Valentine recused himself due to the fact he sat on the Planning Commission when this variance was granted.

Mr. Cliff Murphy is appealing the sign variance granted to Brett Sorenson's Eatonville Automotive. He stated briefly his reasons why he felt the variance should have never been granted mainly based on the new sign ordinance.

Mr. Sorenson spoke on behalf on his variance and business.

The Council voted 4 to 1 to deny the appeal. Ms. Allison was the nay vote.

Ordinance 2008-2	Amending ordinance 2007-1, relating to school impact fees
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Town Clerk Chrystal McGlone read Ordinance 2008-2 by title into the record

Motion by Council member Allison to deny Ordinance 2008-2 and was seconded by Council member Rath. All were in favor.

Resolution 2008-F	Authorizing the mayor to sign a contract agreement with public safety testing company for police testing
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Town Clerk Chrystal McGlone read Resolution 2008-F by title into the record

Motion by Council member Adams to approve Resolution 2008-F and was seconded by Council member Allison. All were in favor

Elect Mayor Pro Tem and Alternate Mayor Pro Tem

Town Clerk Chrystal McGlone read the Motion into the record

Council member Rath moved to elect Council member Allison as Mayor Pro Tem for 6 months. Council member Pierce seconded the motion. All were in favor.

Council member Rath moved to elect Council member Pierce as Alternate Mayor Pro Tem for the next 6 months. Council member Allison seconded the motion. All were in favor.

COUNCIL MEMBER COMMENTS

Mr. Rath stated he doesn't like finding out that employees backed up over transformers and he didn't vote for the contract because it wasn't complete.

Mr. Pierce suggested that after reviewing the Youth Connection report that we should have someone make a list of projects around the Town to compensate for their rent at the Community Center.

Mr. Adams stated that if the Youth Connection is doing things around time to help then it needs to get annotated in the report. He has been concerned about it for awhile. He wants them to do work and do a hard living so they can grow up strong.

Mr. Adams motioned to set a study session on January 25th at 6:00pm at Town Hall. Ms. Allison seconded the motion and all were in favor.

ADJOURNMENT

Ms. Allison motioned to continue to January 28, 2008. Mr. Rath seconded and all were in favor. Mayor Smallwood Adjourned the meeting at 11:50 PM.

Tom Smallwood, Mayor

ATTEST:

Chrystal McGlone, Town Clerk